

CHAPTER 413

GOVERNMENT - STATE

HOUSE BILL 22-1397

BY REPRESENTATIVE(S) Herod and Gonzales-Gutierrez, Amabile, Bacon, Benavidez, Bernett, Bird, Caraveo, Cutter, Daugherty, Duran, Esgar, Exum, Froelich, Hooton, Jodeh, Kipp, Lindsay, Lontine, McCluskie, Michaelson Jenet, Ricks, Sirota, Titone, Valdez A., Weissman;
also SENATOR(S) Moreno and Coleman, Bridges, Buckner, Danielson, Donovan, Gonzales, Hansen, Jaquez Lewis, Lee, Pettersen, Story, Winter, Zenzinger.

AN ACT

CONCERNING THE CREATION OF THE STATEWIDE EQUITY OFFICE IN THE DEPARTMENT OF PERSONNEL, AND, IN CONNECTION THEREWITH, MAKING AN APPROPRIATION.

Be it enacted by the General Assembly of the State of Colorado:

SECTION 1. In Colorado Revised Statutes, **add 24-50-146** as follows:

24-50-146. Colorado statewide equity office - legislative declaration. (1) THE GENERAL ASSEMBLY FINDS, DETERMINES, AND DECLARES THAT:

(a) IN ORDER TO FACILITATE A GOVERNMENT THAT BEST SERVES THE NEEDS OF COLORADANS, THE STATE SHOULD PROVIDE CENTRALIZED DIRECTION AND SUPERVISION OF DIVERSITY INITIATIVES TO ENSURE CONSISTENCY ACROSS STATE GOVERNMENT;

(b) STRONG RELATIONSHIPS WITH THE VARIOUS COMMUNITIES IN THE STATE ALLOWS THE VOICES OF COLORADANS TO BE CONSIDERED IN THE DESIGN AND DIRECTION OF PROGRAMS THAT AFFECT THEIR LIVES; AND

(c) THE STATE SHOULD FOSTER AN ENGAGED WORKFORCE THAT REFLECTS THE DIVERSITY OF COLORADO AND PROVIDES THAT WORKFORCE WITH EQUITABLE COMPENSATION AND OPPORTUNITIES FOR DEVELOPMENT AND ADVANCEMENT.

(2) (a) THE STATEWIDE EQUITY OFFICE, REFERRED TO IN THIS SECTION AS THE "OFFICE", IS HEREBY ESTABLISHED IN THE DEPARTMENT OF PERSONNEL TO PROVIDE BEST PRACTICES, RESOURCES, AND GUIDANCE FOR STATE AGENCIES IN OFFERING

Capital letters or bold & italic numbers indicate new material added to existing law; dashes through words or numbers indicate deletions from existing law and such material is not part of the act.

EQUITABLE SERVICES TO THE RESIDENTS OF COLORADO, AS WELL AS PROVIDING AN ACCEPTING AND DIVERSE ENVIRONMENT FOR STATE EMPLOYEES. THE OFFICE EXERCISES ITS POWERS, DUTIES, AND FUNCTIONS UNDER THE DEPARTMENT AS A **TYPE 2** ENTITY, AS DEFINED IN SECTION 24-1-105.

(b) THE OFFICE SHALL:

(I) ENSURE THAT STATE AGENCIES CONSISTENTLY APPLY AND ARE COMPLIANT WITH STATE AND FEDERAL LAW AND STATE EXECUTIVE ORDERS RELATED TO THE MISSION OF THE OFFICE, STATE UNIVERSAL POLICIES, AND PARTNERSHIP AGREEMENTS ENTERED INTO PURSUANT TO SECTION 24-50-1112;

(II) COORDINATE MULTI-AGENCY INITIATIVES TO ENSURE FULLY ACCESSIBLE BUILDINGS FOR ALL COLORADANS, REGARDLESS OF LANGUAGE OR ABILITY;

(III) CONSULT WITH STATE AGENCIES ON BEST PRACTICES REGARDING EQUITY, DIVERSITY, AND INCLUSION, AND SERVE AS A RESOURCE FOR STATE AGENCIES REGARDING THOSE MATTERS, PARTICULARLY WITH RESPECT TO EQUITY, DIVERSITY, AND INCLUSION WHEN FORMING PROGRAMS AND DELIVERING SERVICES;

(IV) COLLECT AND ANALYZE RELEVANT STATEWIDE DATA TO IDENTIFY GAPS IN DIVERSITY AND DEVELOP OPPORTUNITIES FOR IMPROVEMENT;

(V) COLLABORATE WITH ESTABLISHED EQUITY RESOURCES GROUPS AS WELL AS OTHER KEY STAKEHOLDERS BOTH INSIDE AND OUTSIDE STATE GOVERNMENT;

(VI) DEVELOP, UPDATE, DEPLOY, AND MAINTAIN STATEWIDE TRAINING RELATED TO DEVELOPING AND MAINTAINING A DIVERSE WORKFORCE; AND

(VII) STANDARDIZE A PROGRAM OF EQUITY, DIVERSITY, AND INCLUSION THAT SEEKS TO SUPPORT JUST AND EQUITABLE OPPORTUNITY FOR ALL COLORADANS AND STATE EMPLOYEES.

SECTION 2. In Colorado Revised Statutes, 24-1-128, **add** (8) as follows:

24-1-128. Department of personnel - creation. (8) THE STATEWIDE EQUITY OFFICE, CREATED IN SECTION 24-50-146 (2)(a), AND ITS POWERS, DUTIES, AND FUNCTIONS ARE TRANSFERRED BY A **TYPE 2** TRANSFER TO THE DEPARTMENT OF PERSONNEL.

SECTION 3. Appropriation. (1) For the 2022-23 state fiscal year, \$1,793,072 is appropriated to the department of personnel for use by the executive director's office. This appropriation is from the general fund. To implement this act, the office may use this appropriation as follows:

(a) \$1,199,622 for personal services related to the statewide equity office, which amount is based on an assumption that the office will require an additional 9.1 FTE; and

(b) \$593,450 for operating expenses related to the statewide equity office.

(2) For the 2022-23 state fiscal year, \$324,064 is appropriated to the department of human services. This appropriation is from reappropriated funds received from the department of personnel under subsection (1) of this section. To implement this act, the department of human services may use this appropriation as follows:

(a) \$293,864 for personal services related to the statewide equity office, which amount is based on an assumption that the department will require an additional 3.7 FTE; and

(b) \$30,200 for operating expenses related to the statewide equity office.

(3) For the 2022-23 state fiscal year, \$194,878 is appropriated to the department of revenue. This appropriation is from reappropriated funds received from the department of personnel under subsection (1) of this section. To implement this act, the department of revenue may use this appropriation as follows:

(a) \$172,228 for personal services related to the statewide equity office, which amount is based on an assumption that the department will require an additional 2.7 FTE; and

(b) \$22,650 for operating expenses related to the statewide equity office.

(4) For the 2022-23 state fiscal year, \$61,845 is appropriated to the department of regulatory agencies. This appropriation is from reappropriated funds received from the department of personnel under subsection (1) of this section. To implement this act, the department of regulatory agencies may use this appropriation as follows:

(a) \$54,295 for personal services related to the statewide equity office, which amount is based on an assumption that the department will require an additional 0.9 FTE; and

(b) \$7,550 for operating expenses related to the statewide equity office.

(5) For the 2022-23 state fiscal year, \$74,990 is appropriated to the department of health care policy and financing. This appropriation is from reappropriated funds received from the department of personnel under subsection (1) of this section. To implement this act, the department of health care policy and financing may use this appropriation as follows:

(a) \$67,440 for personal services related to the statewide equity office, which amount is based on an assumption that the department will require an additional 0.9 FTE; and

(b) \$7,550 for operating expenses related to the statewide equity office.

(6) For the 2022-23 state fiscal year, the general assembly anticipates that the department of health care policy and financing will receive \$74,990 in federal funds to implement this act. The appropriation in subsection (5) of this section is based on the assumption that the department will receive this amount of federal funds to be used as follows:

(a) \$67,440 for personal services related to the statewide equity office, which amount is based on an assumption that the department will require an additional 0.9 FTE; and

(b) \$7,550 for operating expenses related to the statewide equity office.

SECTION 4. Safety clause. The general assembly hereby finds, determines, and declares that this act is necessary for the immediate preservation of the public peace, health, or safety.

Approved: June 7, 2022